Organizational Dynamics

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Professor

Dr. James Strecker

***Assignment #1 – Core Essential Elements***

**1.** Select One (1) Core Essential Element from the Syllabus Outline:

1. Create a 350-word original discussion paper (with cited sources) during the first

week of the term. Post this document in DIAL.

1. Professor will check for quality of content and word-count requirements. Grade assigned will be Credit or No Credit (CR/NC).

**Essential Element: Group Teamwork Dynamics**

In Matthew 28:19-20, Jesus says, “Go therefore and make disciples of all the nations [help the people to learn of Me, believe in Me, and obey My words], baptizing them in the name of the Father and of the Son and of the Holy Spirit,teaching them to observe everything that I have commanded you; and lo, I am with you always [remaining with you perpetually—regardless of circumstance, and on every occasion], even to the end of the age.”

Jesus, as an example of leadership, tells of the importance to share his teachings, believe, be baptized, and to encourage others to obey and follow them, and be disciple trainers and teachers. Christian organization leaders will exemplify Him and have an impact on the constituents in their buildings and beyond as they understand the dynamics of leadership through caring for their teams. This will foster positive work cultures, promote communication channels, and provide conflict resolution strategies.” (Strecker, 2024).

In the dynamics of teamwork, success is built on trust, collaboration, and mutual respect. But what happens when the team does not clearly know its positions as leaders of the school? The author of this paper is on the Executive Team of a new private Christian school and recognizes conflict and mistrust on the team. Through this course already, she is seeing that much work needs to be accomplished for the team and the school to flourish. Clearly defined goals should provide boundaries for the organization to thrive. To achieve success, nurturing this strong team, who each possess a great wealth of talents and educational expertise, needs to collectively be trained for a healthy organization.

Every group has dynamics and how they understand and interact together and with other groups is key. Through the 5 stages of group dynamics: forming, storming, norming, performing, and adjourning, the Christian school mentioned above is on the storming stage, still working individually (St. Thomas Aquinas College, 2016). Standards of the school have been established and members communicate. A few still do not feel a part of the team. Acceptance of others’ views is always questioned and trust of all is not complete. To understand organizational behavior, the leaders must understand their own job performance, motivations, structure and how they lead (Study.com, 2013).

John Maxwell stated that the greatest return on a leader’s time after they have invested in their own leadership growth is to accomplish vision and grow their organization and to develop other leaders (Maxwell, 2020). Will this Christian school be able to keep their focus on the school’s vision: Love God, love learning, love others? As a newer school, with a new leadership team, it is difficult, however, not impossible. Communication, listening, and understanding will be key to the growth of the dynamics of the team. It is possible as these leaders are resilient, and persevere as life-long learners, “To navigate challenges ahead, inspire each other, drive success, and change the world,” (Strecker, 2024). They do not know what they have not been taught.

As scholar practioners who love Jesus Christ and have been called for His kingdom purposes, may each one answer the call of Jesus Christ to go and tell and be disciple trainers and teachers. Life-long learners will demonstrate an understanding of organizational dynamics in society today, constantly exhorting Christian influence in the world spiritually and professionally.

WORKS CITED

Maxwell, J. C. (2020). *The leader’s greatest return: Attracting, developing, and multiplying*

*leaders.* Harper Collins Press. **[Amazon-Preview]**

Strecker, James. (2024). Introduction to LDR 813-42, Organizational Dynamics.

https://www.youtube.com/watch?v=6Qcaso1rFU0

St. Thomas Aquinas College. (2016, October 11). *Understanding group dynamics* [Video

file].YouTube. https://www.youtube.com/watch?v=uL6x99-VSBA [Time = 10:34]

Study.com. (2013, December 31). *What is organizational behavior? Definition and history of the*

*field* [Video file]. YouTube. <https://www.youtube.com/watch?v=24V6Xl1xWKE>

**[Seminal]** [Time = 2:20]

*The Amplified Bible*. (1965). The Lockman Foundation.